

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
WH PETITION

DO NOT WRITE IN THIS SPACE

Case No.

18-WH-214644

Date Filed

February 12, 2018

INSTRUCTIONS: Unless e-Filed using the Agency's website, www.nlr.gov, submit an original of this Petition to an NLRB Office in the Region in which the employer concerned is located.

**REQUEST FOR CERTIFICATION OF REPRESENTATIVES AS BONA FIDE
UNDER SECTION 7(b) OF THE FAIR LABOR STANDARDS ACT OF 1938**

1. Pursuant to Section 7(b) of the Fair Labor Standards Act of 1938, the undersigned petitioner requests certification by the National Labor Relations Board as a bona fide representative of Employees of the Employer named below.

2a. Petitioner Name

Law Enforcement Labor Services, Inc

2b. Address

2700 Freeway Blvd. #700

2c. Tel. No.

651-793-2328

2d. Cell No.

651-238-2409

2e. Fax No.

2f. E-Mail Address

lmcFarland@lels.org

3a. Employer Name

Renville County

3b. Address of Establishment

105 S. 5th St. Olivia MN 56277

3c. Tel. No.

320-523-3710

3d. Cell No.

3e. Fax No.

3f. E-Mail Address

lisah@renvillecountymn.com

4a. Type of Industry

Law Enforcement / Dispatchers

4b. Principal product or service

5. Check One

☐ Petitioner and Employer have entered into a collective-bargaining agreement. (If so, attach copies.)

☒ Petitioner and Employer have not entered into a collective-bargaining agreement.

6. Check One

☐ Petitioner has been found to be the collective bargaining agent for employees at the above establishment in a proceeding under the National Labor Relations Act. (If so, state number of case: _____.)

☐ Petitioner has not been found to be the collective bargaining agent for employees at the above establishment in a proceeding under the National Labor Relations Act. (If so, state number of case: _____.)

7. The following known labor organizations claim to represent employees at the above establishment:

Law Enforcement Labor Services, Inc. (Local 421)

(Name of labor organization)

(Contract expiration date, if any)

(Name of labor organization)

(Contract expiration date, if any)

(Name of labor organization)

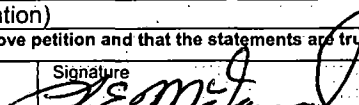
(Contract expiration date, if any)

I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

Name (Print)

Len McFarland

Signature



Title

Business Agent

Date

2/8/2018

WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

RENVILLE COUNTY SHERIFF'S DEPARTMENT
Employer

and

Case 18-WH-214644

LAW ENFORCEMENT LABOR SERVICES, INC.
Petitioner

**CERTIFICATION OF REPRESENTATIVE AS BONA FIDE
UNDER SECTION 7(B) OF THE FAIR LABOR STANDARDS ACT OF 1938**

On February 12, 2018, Law Enforcement Labor Services, Inc. (the Petitioner) filed with the Regional Director for Region 18 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. § 207(b).

On February 20, 2018, the Regional Director for Region 18 served on the parties a Notice to Show Cause why the Board should not grant the request. No response was filed. As the Region's investigation revealed that the Petitioner is the recognized exclusive collective-bargaining representative of the unit employees,¹ the Regional Director recommended to the Board that the requested certification be issued.

No party having shown cause why the requested certification should not be issued, the National Labor Relations Board certifies that Law Enforcement Labor

¹ The record indicates that the Employer is a public sector employer, and includes a copy of the Certification of Exclusive Representative issued October 10, 2017, by the State of Minnesota Bureau of Mediation Services (BMS), naming the Petitioner as the exclusive representative of the unit employees.

Services, Inc. is a bona fide representative, for purposes of Section 7(b) of the FLSA, of the employees of Renville County Sheriff's Department in the following unit:²

All non-licensed essential employees of the Renville County Sheriff's Department, Olivia, Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding supervisory, confidential and licensed essential employees.

Dated, Washington, D.C., May 1, 2018.

By direction of the Board:

Gary Shinnors

Executive Secretary

² A certificate of representative as bona fide for purposes of the FLSA does not necessarily establish the right of the organization so certified to be recognized as the exclusive bargaining representative of employees within a particular bargaining unit under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

REQUEST FOR CERTIFICATION OF REPRESENTATIVES AS BONA FIDE UNDER
SECTION 7(b) OF THE FAIR LABOR STANDARDS ACT OF 1938

The undersigned Petitioner, pursuant to Section 7(b) of the Fair Labor Standards Act of 1938, requests certification by the National Labor Relations Board as a bona fide representative of employees of the employer named below.

1. Petitioner Law Enforcement Labor Services, Inc.
(Name and affiliation, if any)

2. Employer Watsonwan County Sheriff's Department

3. Address of establishment 710 Second Ave. S., St. James MN 56081

DO NOT WRITE IN THIS SPACE
Case No. _____ W. H. - _____
Docketed _____

4. Industry Public Employer - Dispatchers

5. Petitioner and Employer have (have not) entered into a collective bargaining agreement. (If so, attach copies.)

6. Petitioner has (has not) been Found to be the collective bargaining agent for employees at the above establishment in a proceeding under the National Labor Relations Act. (If so, state

number of case: _____)

7. The Following known labor organizations claim to represent employees at the above establishment:

L.E.L.S. Local #130 - Non Lic
(Name of labor organization)

December 31, 2011
(Contact expiration date, if any)

L.E.L.S. Local #117- Lic
(Name of labor organization)

December 31, 2011
(Contact expiration date, if any)

AFSME 1304 Seventh Ave. S. St James Mn 56081
(Name of labor organization)

December 31, 2014
(Contact expiration date, if any)

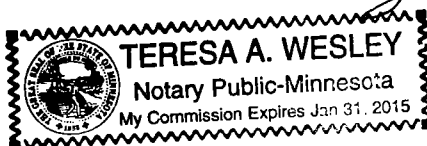
Subscribed and sworn to before me this

By J.E. McInerney L.E.L.S. B.A.
(Signature and title of petitioner's representative)

12 day March 2012

at 327 York Ave., St Paul MN 55130
(Address)

(651) 293-4424
(Telephone number)



**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**WATONWAN COUNTY SHERIFF'S DEPARTMENT
Employer**

and

Case 18-WH-076505

**LAW ENFORCEMENT LABOR SERVICES, INC.
Petitioner**

**CERTIFICATION OF REPRESENTATIVE AS BONA FIDE
UNDER SECTION 7(B) OF THE FAIR LABOR STANDARDS ACT OF 1938**

On March 13, 2012, Law Enforcement Labor Services, Inc. filed with the Regional Director for Region 18 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. Sec. 207(b).

On March 21, 2012, the Regional Director served on the parties an Order to Show Cause why the Board should not grant the request. No response was filed. As the Region's investigation revealed that the Petitioner is the recognized collective-bargaining representative of the unit employees,¹ the Regional Director recommended to the Board that the requested certification be issued.²

¹ The parties are signatory to a collective-bargaining agreement effective from January 1, 2012 through December 31, 2014.

² On April 4, 2011, in Case 18-WH-21, the Board certified Watonwan County Dispatchers (International Association of Firefighters – 911 Dispatcher Local #3928) as a bona fide representative of the Employer's 911 dispatchers under Section 7(b) of the Fair Labor Standards Act. However, on December 22, 2011, the Minnesota Professional Fire Fighters Association notified the State of Minnesota Bureau of Mediation Services that it was releasing Watonwan County Dispatchers, IAFF Local #3928, as members of its association, effective immediately. Thereafter, on December 28, 2011, the State of Minnesota Bureau of Mediation Services issued a Unit Clarification Order in response to the communication from the Minnesota Professional Fire Fighters Association and a petition jointly filed by the Employer

No party having shown cause why the requested certification should not be issued, the National Labor Relations Board hereby certifies that Law Enforcement Labor Services, Inc. is a bona fide representative, for purposes of Section 7(b) of the FLSA, of the employees employed in the Watonwan County Sheriff's Department in the following unit:³

All non-licensed essential employees in the Watonwan County Sheriff's Department bargaining unit as identified by the Bureau of Mediation Services, certification of Exclusive Representative dated April 13, 1999, case 99-PCE-1119, excluding supervisory, confidential and essential licensed employees, and Unit Clarification Order dated December 28, 2011, BMS Case No. 12PCL0564.

Dated, Washington, D.C., May 17, 2012

By direction of the Board:

Lester A. Heltzer

Executive Secretary

and the Petitioner, which requested the accretion of the 911 dispatchers into an existing unit of non-licensed essential employees of the Sheriff's Department, currently represented by the Petitioner. Accordingly, the State of Minnesota Bureau of Mediation Services found that the Fire Fighters Union is no longer the exclusive representative of the 911 dispatchers of Watonwan County, and that the bargaining unit of non-licensed essential employees of the Sheriff's Department is amended to include the 911 dispatchers.

³ A certificate of representative as bona fide for purposes of the FLSA does not necessarily establish the right of the organization so certified to be recognized as the exclusive bargaining representative of employees within a particular bargaining unit under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

REQUEST FOR CERTIFICATION OF REPRESENTATIVES AS BONA FIDE UNDER
SECTION 7(b) OF THE FAIR LABOR STANDARDS ACT OF 1938

The undersigned Petitioner, pursuant to Section 7(b) of the Fair Labor Standards Act of 1938, requests certification by the National Labor Relations Board as a bona fide representative of employees of the employer named below.

1. Petitioner Law Enforcement Labor Services, Inc.
(Name and affiliation, if any)

2. Employer Winona County Sheriff's Department

3. Address of establishment 177 Main Street Winona MN 55987

DO NOT WRITE IN THIS SPACE
Case No. _____ W. H. - _____
Docketed _____

4. Industry Public Employer - Dispatchers

5. Petitioner and Employer have (have not) entered into a collective bargaining agreement. (If so, attach copies.)

6. Petitioner has not been Found to be the collective bargaining agent for employees at the above establishment in a proceeding under the National Labor Relations Act. (if so, state number of case. _____)

7. The Following known labor organizations claim to represent employees at the above establishment:

Law Enforcement Labor Services Local 61
(Name of labor organization)
See Attachment 1
(Name of labor organization)
(Name of labor organization)

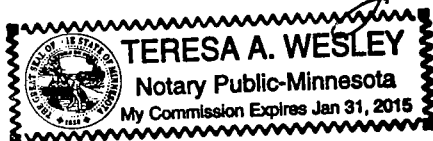
12/31/2013
(Contact expiration date, if any)
(Contact expiration date, if any)
(Contact expiration date, if any)

Subscribed and sworn to before me this

15 day February 20 12
at 327 York Ave, St Paul MN
Theresa Wesley 55130

By Reinhold Business Agent
(Signature and title of petitioner's representative)

327 York Ave., St Paul, MN 55101
(Address)
(651) 793-2320
(Telephone number)



**UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD**

**REQUEST FOR CERTIFICATION OF REPRESENTATIVES AS BONA FIDE UNDER
SECTION 7(b) OF THE FAIR LABOR STANDARDS ACT OF 1938**

Attachment 1

American Federation of State, County, and Municipal Employees Council 65, Local 3457

American Federation of State, County, and Municipal Employees, Council No. 65 Assistant County Attorneys

Winona County Human Services Employees Association

Winona County Department Head Association

International Union of Operating Engineers Local 49

Winona County Supervisor's Unit

Note- All Collective Bargaining Agreements expire on 12/31/2013

Winona, MN

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**WINONA COUNTY SHERIFF'S DEPARTMENT
Employer**

and

Case 18-WH-074674

**LAW ENFORCEMENT LABOR SERVICES, INC.
Petitioner**

**CERTIFICATION OF REPRESENTATIVE AS BONA FIDE
UNDER SECTION 7(B) OF THE FAIR LABOR STANDARDS ACT OF 1938**

On February 16, 2012, Law Enforcement Labor Services, Inc. filed with the Regional Director for Region 18 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. Sec. 207(b).

On February 22, 2012, the Regional Director served on the parties an Order to Show Cause why the Board should not grant the request. No response was filed. As the Region's investigation revealed that the Petitioner is the recognized collective-bargaining representative of the unit employees,¹ the Regional Director recommended to the Board that the requested certification be issued.

No party having shown cause why the requested certification should not be issued, the National Labor Relations Board hereby certifies that Law Enforcement Labor Services, Inc. is a bona fide representative, for purposes of Section 7(b) of the FLSA, of

¹ The record indicates that on February 11, 1980, the State of Minnesota Bureau of Mediation Services issued a Certification of Exclusive Representative certifying the Petitioner as the exclusive collective-bargaining representative of the unit employees. In addition, the record includes a copy of the parties' most recent collective-bargaining agreement, effective from January 1, 2011 through December 31, 2013, and from year to year thereafter, unless changed or terminated.

the employees employed in the Winona County Sheriff's Department in the following unit:²

All essential employees of the Winona County Sheriff's Department whose employment service exceeds the lesser of 14 hours per week or 35 percent of the normal work week and more than 67 work days per year, excluding supervisory and confidential employees.

Dated, Washington, D.C., April 20, 2012.

By direction of the Board:

Lester A. Heltzer

Executive Secretary

² A certificate of representative as bona fide for purposes of the FLSA does not necessarily establish the right of the organization so certified to be recognized as the exclusive bargaining representative of employees within a particular bargaining unit under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

REQUEST FOR CERTIFICATION OF REPRESENTATIVES AS BONA FIDE UNDER
SECTION 7(b) OF THE FAIR LABOR STANDARDS ACT OF 1938

The undersigned Petitioner, pursuant to Section 7(b) of the Fair Labor Standards Act of 1938, requests certification by the National Labor Relations Board as a bona fide representative of employees of the employer named below.

1. Petitioner Law Enforcement Labor Services, Inc.
(Name and affiliation, if any)

2. Employer Brown County Dispatchers, LELS Local #98

3. Address of establishment 14 So. State St., Box 248, New Ulm, MN 56073

DO NOT WRITE IN THIS SPACE

Case No. _____ W. H. - _____

Docketed _____

4. Industry Public Employer - Dispatchers

5. Petitioner and Employer have (have not) entered into a collective bargaining agreement. (If so, attach copies.)

6. Petitioner has (**has not**) been Found to be the collective bargaining agent for employees at the above establishment in a proceeding under the National Labor Relations Act. (if so, state

number of case: _____)

7. The Following known labor organizations claim to represent employees at the above establishment:

Law Enforcement Labor Services, Inc.

(Name of labor organization)

December 31, 2011

(Contact expiration date, if any)

(Name of labor organization)

(Contact expiration date, if any)

(Name of labor organization)

(Contact expiration date, if any)

Subscribed and sworn to before me this

By [Signature]
(Signature and title of petitioner's representative)

20 day January 20 12

at 327 York Ave, St Paul MN 55130

327 York Ave., St Paul, MN 55130

(Address)

(651) 793-2328

(Telephone number)

[Signature]
TERESA A. WESLEY
Notary Public-Minnesota
My Commission Expires Jan 31, 2015

New Ulm, MN

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**BROWN COUNTY SHERIFF'S OFFICE
Employer**

and

Case 18-WH-073430

**LAW ENFORCEMENT LABOR SERVICES, INC.
(LOCAL #98)**

Petitioner

**CERTIFICATION OF REPRESENTATIVE AS BONA FIDE
UNDER SECTION 7(B) OF THE FAIR LABOR STANDARDS ACT OF 1938**

On January 30, 2012, Law Enforcement Labor Services, Inc. (Local #98) filed with the Regional Director for Region 18 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. Sec. 207(b).¹

On February 7, 2012, the Regional Director served on the parties an Order to Show Cause why the Board should not grant the request. No responses were filed. As the Region's investigation revealed that the Petitioner is the recognized collective-bargaining representative of the unit employees,² the Regional Director recommended to the Board that the requested certification be issued.

No party having shown cause why the requested certification should not be issued, the National Labor Relations Board hereby certifies that Law Enforcement Labor

¹ Law Enforcement Labor Services, Inc. (Local #98) amended its petition on February 3, 2012, to correct the Employer's name from Brown County Dispatchers, LELS Local #98 to Brown County Sheriff's Office.

² The record indicates that the most recent collective-bargaining agreement between the parties was effective from January 1, 2010 through December 31, 2011.

Services, Inc. (Local #98) is a bona fide representative, for purposes of Section 7(b) of the FLSA, of the employees of the Brown County Sheriff's Office in the following unit:³

All essential non-licensed Employees of the Sheriff's Department whose employment service exceeds fourteen (14) hours per week, or more than thirty-five percent (35%) of the work week, or more than sixty-seven (67) work days per year, excluding supervisory and confidential Employees.

Dated, Washington, D.C., March 29, 2012.

By direction of the Board:

Lester A. Heltzer

Executive Secretary

³ A certificate of representative as bona fide for purposes of the FLSA does not necessarily establish the right of the organization so certified to be recognized as the exclusive bargaining representative of employees within a particular bargaining unit under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

REQUEST FOR CERTIFICATION OF REPRESENTATIVES AS. BONA FIDE UNDER
SECTION 7(b) OF THE FAIR LABOR STANDARDS ACT OF 1938

The undersigned Petitioner, pursuant to Section 7(b) of the Fair Labor Standards Act of 1938, requests certification by the National Labor Relations Board as a bona fide representative of employees of the employer named below.

1. Petitioner Illinois Fraternal Order of Police Labor Council, 5600 S. Wolf Rd., Ste. 120, Western Springs, IL 60558-2265

(Name and affiliation, if any)

2. Employer County of Christian/Christian County Sheriff

3. Address of establishment

101 S. Main St., PO Box 647, Taylorville, IL 62568

Sheriff's Department, 301 W. Franklin St., PO Box 678, Taylorville, IL 62568

DO NOT WRITE IN THIS SPACE

Case No. 14 - W.H. 230644

Docketed 11/7/18

4. Industry Municipality - Public Sector

5. Petitioner and Employer have ~~(have not)~~ entered into a collective bargaining agreement. (If so, attach copies.)

6. Petitioner ~~has~~ (has not) been found to be the collective bargaining agent for employees at the above establishment in a proceeding under the National Labor Relations Act. (If so, state number of case) But, See Illinois Labor Relations Board State Panel, S-UC-09-074. Copy attached.

7. The following known labor organizations claim to represent employees at the above establishment:

AFSCME Christian County Courthouse

(Name of Labor organization)

November 30, 2018

(Contract expiration date, if any)

AFSCME Circuit Clerk of Christian County

(Name of Labor organization)

November 30, 2018

(Contract expiration date, if any)

AFSCME Christian County Highway Department

(Name of Labor organization)

November 30, 2018

(Contract expiration date, if any)

AFSCME Chief Judge 4th Judicial Circuit Christian Co. Probation

(Name of Labor organization)

November 30, 2018

(Contract expiration date, if any)

Subscribed and sworn to before me this

31st day of October 2018

at Cook County

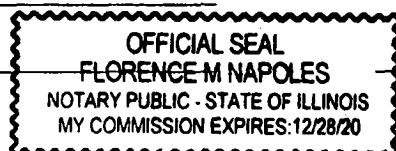
By

John A. Binkley
(Signature and title of petitioner's representative)

5600 S. Wolf Road, Suite 120

Western Springs, IL 60558-2265

(Address)



(708) 784-1010

(Telephone number)

Florence M. Napoles

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**COUNTY OF CHRISTIAN/CHRISTIAN
COUNTY SHERIFF**

Employer

and

Case 14-WH-230644

**ILLINOIS FRATERNAL ORDER OF
POLICE LABOR COUNCIL**

Petitioner

**CERTIFICATION OF REPRESENTATIVE AS BONA FIDE
UNDER SECTION 7(B) OF THE FAIR LABOR STANDARDS ACT OF 1938**

On November 6, 2018, Illinois Fraternal Order of Police Labor Council (the Petitioner) filed with the Regional Director for Region 14 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. § 207(b).

On December 13, 2018, the Regional Director for Region 14 served on the parties a Notice to Show Cause why the Board should not grant the request. No response was filed. As the Region's investigation revealed that the Petitioner is the recognized exclusive collective-bargaining representative of the unit employees,¹ the Regional Director recommended to the Board that the requested certification be issued.

¹ The record indicates that the Employer is a public sector employer, and it contains a copy of the parties' collective-bargaining agreement effective by its terms from December 1, 2016 to November 30, 2018. The record also contains a copy the following two documents issued by the Illinois State Labor Relations Board: the Certification of Representative issued on September 29, 1989, naming the Petitioner as the exclusive representative of the unit employees; and the Certification of Unit Clarification issued on April 16, 2009, which renamed "radio operator (dispatcher)" to "Telecommunications Officer (911 and County Radio)," and "Jailer" to "Corrections Officer."

No party having shown cause why the requested certification should not be issued, the National Labor Relations Board certifies that Illinois Fraternal Order of Police Labor Council is a bona fide representative, for purposes of Section 7(b) of the FLSA, of the employees of County of Christian/Christian County Sheriff in the following unit:²

All full-time Telecommunications Officers (911 and County Radio) and Corrections Officers, excluding all managerial, supervisory and confidential employees as defined in the Illinois Public Labor Relations Act, 5 ILCS 315/1 et seq., and all other employees of Christian County Sheriff's Department.

Dated, Washington, D.C., March 29, 2019.

By direction of the Board:

Roxanne Rothschild

Executive Secretary

² A certificate of representative as bona fide for purposes of the FLSA does not necessarily establish the certified organization's right to be recognized as the exclusive bargaining representative under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

REQUEST FOR CERTIFICATION OF REPRESENTATIVES AS. BONA FIDE UNDER
SECTION 7(b) OF THE FAIR LABOR STANDARDS ACT OF 1938

The undersigned Petitioner, pursuant to Section 7(b) of the Fair Labor Standards Act of 1938, requests certification by the National Labor Relations Board as a bona fide representative of employees of the employer named below.

1. Petitioner Illinois Fraternal Order of Police Labor Council, 5600 S. Wolf Rd., Ste. 120, Western Springs, IL 60558-2268

(Name and affiliation, if any)

2. Employer County of Effingham/Effingham County Sheriff

3. Address of establishment Effingham Co. Office Bldg.;
101 N. 4th St., Ste. 301, Effingham, IL 62401
Sheriff's Dept., 101 N. 4th St., Ste. 101, Effingham, IL 62401

DO NOT WRITE IN THIS SPACE

Case No. 14 W.H.- H9105

Docketed 3/30/15

4. Industry County - Public Sector
5. Petitioner and Employer have entered into a collective bargaining agreement and are negotiating a successor agreement. (If so, attach copies.)
6. Petitioner (has not) been found to be the collective bargaining agent for employees at the above establishment in a proceeding under the National Labor Relations Act. (If so, state number of case _____) But, See Illinois Labor Relations Board State Panel, Case No. #S-UC-(S)-13-046. Copy Attached.
7. The following known labor organizations claim to represent employees at the above establishment:

Laborers' (Circuit Clerks, County Clerks, State's Atty.
Office, Probation Dept., Public Defenders', Clerical,
Maintenance and Treasurer Office employees
(Name of Labor organization)

August 31, 2014

(Contract expiration date, if any)

IFOPLC (Deputy Sheriffs and Sergeants)
(Name of Labor organization)

09/01/10 - 08/31/14

(Contract expiration date, if any)

Please see Attachment

Subscribed and sworn to before me this

24th day of March 2015

at Cook County, IL

Theresa C Keiner

By

John A. Ruloff

(Signature and title of petitioner's representative)

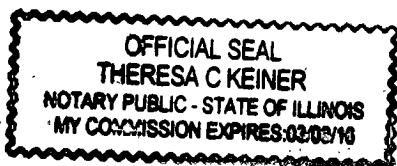
Attorney

5600 S. Wolf Road, Suite 120
Western Springs, IL 60558-2268

(Address)

(708) 784-1010

(Telephone number)



Attachment

Additional labor organization known to represent employees at the above establishment:

Teamsters (County Highway Dept. employees)

09/01/14 – 08/31/17

(Contract expiration date, if any)

County of Effingham, IL

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**COUNTY OF EFFINGHAM/
EFFINGHAM COUNTY SHERIFF
Employer
and**

Case 14-WH-149105

**ILLINOIS FRATERNAL ORDER
OF POLICE LABOR COUNCIL
Petitioner**

**CERTIFICATION OF REPRESENTATIVE AS BONA FIDE
UNDER SECTION 7(B) OF THE FAIR LABOR STANDARDS ACT OF 1938**

On March 30, 2015, Illinois Fraternal Order of Police Labor Council, the Petitioner, filed with the Regional Director for Region 14 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. § 207(b).

On April 1, 2015, the Regional Director served on the parties an Order to Show Cause why the Board should not grant the request. No response was filed. As the Region's investigation revealed that the Petitioner is the recognized collective-bargaining representative of the unit employees, the Regional Director recommended to the Board that the requested certification be issued.¹

No party having shown cause why the requested certification should not be issued, the National Labor Relations Board hereby certifies that Illinois Fraternal Order

¹ The record indicates that the Employer is a public sector employer and that the State of Illinois Labor Relations Board issued a Certification of Unit Clarification on July 11, 2013, establishing the Petitioner as the representative of the employees in the clarified unit. The record also includes a copy of the parties' most recent collective-bargaining agreement.

of Police Labor Council is a bona fide representative, for purposes of Section 7(b) of the FLSA, of the employees of County of Effingham/Effingham County Sheriff in the following bargaining unit:²

Included: All full-time and regular part-time non-sworn employees of the Effingham County Sheriff's Department in the following classifications: Correctional Officer, Bailiff, Process Server, Office Deputy, Records Clerk, Telecommunicator, Jail Administrator, Assistant Jail Administrator, Bailiff Sergeant, Telecommunicator Administrator, and Assistant Telecommunicator Administrator.

Excluded: Chief Deputy and Sheriff's confidential secretary, as well as all confidential, managerial and supervisory employees as defined by the Illinois Labor Relations Act, and all other employees of the Sheriff's Office.

Dated, Washington, D.C., June 10, 2015.

By direction of the Board:

Gary Shinnors

Executive Secretary

² A certificate of representative as bona fide for purposes of the FLSA does not necessarily establish the right of the organization so certified to be recognized as the exclusive bargaining representative of employees within a particular bargaining unit under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
WH PETITION

DO NOT WRITE IN THIS SPACE

Case No.

13-WH-237174

Date Filed

3/6/19

INSTRUCTIONS: Unless e-Filed using the Agency's website, www.nlrb.gov/, submit an original of this Petition to an NLRB office in the Region in which the employer concerned is located.

**REQUEST FOR CERTIFICATION OF REPRESENTATIVES AS BONA FIDE
UNDER SECTION 7(b) OF THE FAIR LABOR STANDARDS ACT OF 1938**

1. Pursuant to Section 7(b) of the Fair Labor Standards Act of 1938, the undersigned petitioner requests certification by the National Labor Relations Board as a bona fide representative of Employees of the Employer named below.

2a. Petitioner Name Illinois Council of Police Union		2b. Address 770 North Church Road, Suite H, Elmhurst, IL 60126	
2c. Tel. No. 630-832-6772	2d. Cell No.	2e. Fax No. 630-832-6978	2f. E-Mail Address icops@sbcglobal.net
3a. Employer Name Lake County Sheriff's Office		3b. Address of Establishment 25 S. Martin Luther King Jr. Ave, Waukegan, IL 60085	
3c. Tel. No. 847-377-4000	3d. Cell No.	3e. Fax No.	3f. E-Mail Address sheriff@lakecountyil.gov
4a. Type of Industry Law Enforcement Agency		4b. Principal product or service Law Enforcement	

5. Check One:

- ☒ Petitioner and Employer have entered into a collective-bargaining agreement. (If so, attach copies.)
☐ Petitioner and Employer have not entered into a collective-bargaining agreement.

6. Check One:

- ☒ Petitioner has been found to be the collective bargaining agent for employees at the above establishment in a proceeding under the National Labor Relations Act. (If so, state number of case: ILRB Case No. S-RC-13-031)
☐ Petitioner has not been found to be the collective bargaining agent for employees at the above establishment in a proceeding under the National Labor Relations Act. (If so, state number of case: _____)

7. The following known organizations claim to represent employees at the above establishment:

Illinois Council of Police Union

11-30-2020

(Name of labor organization)

(Contract expiration date)


(Name of labor organization)

(Contract expiration date)

(Name of labor organization)

(Contract expiration date)

I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

Name (Print) Norm Frese	Signature 	Title President	Date 02-20-2019
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WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**COUNTY OF LAKE AND SHERIFF OF LAKE
COUNTY**

Employer

and

Case 13-WH-237174

**ILLINOIS COUNCIL OF POLICE UNION
Petitioner**

**CERTIFICATION OF REPRESENTATIVE AS BONA FIDE
UNDER SECTION 7(b) OF THE FAIR LABOR STANDARDS ACT OF 1938**

On March 6, 2019, Illinois Council of Police Union (the Petitioner) filed with the Regional Director for Region 13 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. § 207(b).

On March 13, 2019, the Regional Director for Region 13 served on the parties a Notice to Show Cause why the Board should not grant the request. No response was filed. As the Region's investigation revealed that the Petitioner is the recognized exclusive collective-bargaining representative of the unit employees,¹ the Regional Director recommended to the Board that the requested certification be issued.

No party having shown cause why the requested certification should not be issued, the National Labor Relations Board certifies that Illinois Council of Police Union

¹ The record indicates that the Employer is a public sector employer, and it contains a copy of the Illinois Labor Relations Board's Certification of Representative issued on September 4, 2013, naming the Petitioner as the exclusive representative of the unit employees.

is a bona fide representative, for purposes of Section 7(b) of the FLSA, of the employees of County of Lake and Sheriff of Lake County in the following unit:²

Included: All employees of the County of Lake and Sheriff of Lake County in the following titles: Deputy Sheriff; Highway Patrol; Detective; Warrant Process Server; Process Server; Court Security; Radio Dispatcher; Assistant Radio Dispatcher; Lead Dispatcher Supervisor; Senior Utility Worker and Magnetometer Operator.

Excluded: Communications Director and all sworn Deputy Sheriffs in the classification of Sergeants and above, all professional, confidential, supervisory and managerial employees as defined by the Illinois Public Labor Relations Act, and all other employees of the County of Lake.

Dated, Washington, D.C., June 4, 2019.

By direction of the Board:

/s/ Roxanne Rothschild

Executive Secretary

² A certificate of representative as bona fide for purposes of the FLSA does not necessarily establish the certified organization's right to be recognized as the exclusive bargaining representative under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
WH PETITION

DO NOT WRITE IN THIS SPACE

Case No.
07-WH-270117Date Filed
12/11/2020

INSTRUCTIONS: Unless a Filed using the Agency's website, www.nrlrb.gov/, submit an original of this Petition to an NLRB office in the Region in which the employer concerned is located.

**REQUEST FOR CERTIFICATION OF REPRESENTATIVES AS BONA FIDE
UNDER SECTION 7(b) OF THE FAIR LABOR STANDARDS ACT OF 1938**

1. Pursuant to Section 7(b) of the Fair Labor Standards Act of 1938, the undersigned petitioner requests certification by the National Labor Relations Board as a bona fide representative of Employees of the Employer named below.

2a. Petitioner Name John Stidham/Police Officers Labor Council		2b. Address 667 E Big Beaver Rd. Suite 205, Troy MI 48083	
2c. Tel. No. 248-524-3200	2d. Cell No. 269-993-7448	2e. Fax No. 248-524-2752	2f. E-Mail Address polc@gmail.com
3a. Employer Name Kalkaska County Sheriff		3b. Address of Establishment 605 N. Birch St. Kalkaska, MI 49646	
3c. Tel. No. 231-258-8686	3d. Cell No.	3e. Fax No. 231-258-3232	3f. E-Mail Address pwhiteford@kalso.org
4a. Type of Industry Sheriff's Office, 911 Dispatch		4b. Principal product or service Dispatch	

5. Check One:

- ☒ Petitioner and Employer have entered into a collective-bargaining agreement. (If so, attach copies.)
☐ Petitioner and Employer have not entered into a collective-bargaining agreement.

6. Check One:

- ☐ Petitioner has been found to be the collective bargaining agent for employees at the above establishment in a proceeding under the National Labor Relations Act. (If so, state number of case: _____)
☒ Petitioner has not been found to be the collective bargaining agent for employees at the above establishment in a proceeding under the National Labor Relations Act. (If so, state number of case: _____)

7. The following known organizations claim to represent employees at the above establishment:

Police Officers Labor Council

(Name of labor organization)

December 31, 2020

(Contract expiration date)

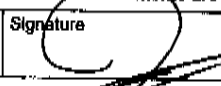
(Name of labor organization)

(Contract expiration date)

(Name of labor organization)

(Contract expiration date)

I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

Name (Print) JOHN STIDHAM	Signature 	Title Labor Rep.	Date 12-4-2020
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WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and related proceedings or litigation. The routine uses for this information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
WH PETITION

DO NOT WRITE IN THIS SPACE

Case No.
07-WH-212309

Date Filed
December 27, 2017

INSTRUCTIONS: Unless e-Filed using the Agency's website, www.nlr.gov, submit an original of this Petition to an NLRB Office in the Region in which the employer concerned is located.

**REQUEST FOR CERTIFICATION OF REPRESENTATIVES AS BONA FIDE
UNDER SECTION 7(b) OF THE FAIR LABOR STANDARDS ACT OF 1938**

1. Pursuant to Section 7(b) of the Fair Labor Standards Act of 1938, the undersigned petitioner requests certification by the National Labor Relations Board as a bona fide representative of Employees of the Employer named below.

2a. Petitioner Name Police Officers Labor Council	2b. Address 667 E. Big Beaver, Suite 205 Troy, MI 48083-1413
---	--

2c. Tel. No. 248-524-3200	2d. Cell No.	2e. Fax No. 248-524-2752	2f. E-Mail Address polc@aol.com
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3a. Employer Name Arenac County Sheriff & Arenac County BOC	3b. Address of Establishment 126 N Grove St, Standish MI 48658
---	--

3c. Tel. No. 989-876-8811	3d. Cell No.	3e. Fax No.	3f. E-Mail Address
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4a. Type of Industry Public Employer	4b. Principal product or service Law Enforcement/Corrections
--	--

5. Check One

☒ Petitioner and Employer have entered into a collective-bargaining agreement. (If so, attach copies.)

☐ Petitioner and Employer have not entered into a collective-bargaining agreement.

6. Check One

☐ Petitioner has been found to be the collective bargaining agent for employees at the above establishment in a proceeding under the National Labor Relations Act. (If so, state number of case: _____.)

☒ Petitioner has not been found to be the collective bargaining agent for employees at the above establishment in a proceeding under the National Labor Relations Act. (If so, state number of case: _____.)

7. The following known labor organizations claim to represent employees at the above establishment:

Police Officers Labor Council

12-31-2019

(Name of labor organization)

(Contract expiration date, if any)

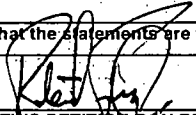
(Name of labor organization)

(Contract expiration date, if any)

(Name of labor organization)

(Contract expiration date, if any)

I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

Name (Print) Robert Figurski	Signature 	Title Director	Date 12-20-2017
--	--	--------------------------	---------------------------

WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**ARENAC COUNTY SHERIFF AND
ARENAC COUNTY**

Employer

and

Case 07-WH-212309

POLICE OFFICERS LABOR COUNCIL

Petitioner

**CERTIFICATION OF REPRESENTATIVE AS BONA FIDE
UNDER SECTION 7(B) OF THE FAIR LABOR STANDARDS ACT OF 1938**

On December 27, 2017, Police Officers Labor Council (the Petitioner) filed with the Regional Director for Region 7 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. § 207(b).

On January 12, 2018, the Regional Director for Region 7 served on the parties a Notice to Show Cause why the Board should not grant the request. No response was filed. As the Region's investigation revealed that the Petitioner is the recognized exclusive collective-bargaining representative of the unit employees,¹ the Regional Director recommended to the Board that the requested certification be issued.

No party having shown cause why the requested certification should not be issued, the National Labor Relations Board certifies that Police Officers Labor Council is

¹ The record reveals that the parties are bound to a collective-bargaining agreement effective by its terms from January 1, 2018 through December 31, 2019.

a bona fide representative, for purposes of Section 7(b) of the FLSA, of the employees of Arenac County Sheriff and Arenac County in the following unit:²

All full-time and regular part-time employees of the Arenac County Sheriff Department classified as: Correctional Officers, Sergeant and Corporal but excluding the Sheriff, Undersheriff, Jail Administrator, Lieutenant, temporary employees and all other employees.

Dated, Washington, D.C., March 16, 2018

By direction of the Board:

Gary Shinnors

Executive Secretary

² A certificate of representative as bona fide for purposes of the FLSA does not necessarily establish the right of the organization so certified to be recognized as the exclusive bargaining representative of employees within a particular bargaining unit under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST ~~LABOR ORGANIZATION~~
~~OR ITS AGENTS~~ **EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case 14-CA-112606 Date Filed 8/30/13

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name St. Louis Sheriff's Department	b. Union Representative to contact NONE
c. Address (Street, city, state, and ZIP code) 1114 Market St. St. Louis, MO.	d. Tel. No. 314-622-4131
	e. Cell No.
	f. Fax No.
	g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

**see Attachment
Basis of Charge**

3. Name of Employer JAMES W MURPHY, Sheriff MIKE GUZY, Executive to the Sheriff	4a. Tel. No. 314-622-4131	b. Cell No.
	c. Fax No.	d. e-Mail

5. Location of plant involved (street, city, state and ZIP code) N/A	6. Employer representative to contact see #3
--	--

7. Type of establishment (factory, mine, wholesaler, etc.) St. Louis Sheriff's Department	8. Identify principal product or service Sheriff's Dept.	9. Number of workers employed about 200
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10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
	11c. Fax No. (b) (6), (b) (7)(C)	11d. e-Mail (b) (6), (b) (7)(C)

11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)

I declare that (b) (6), (b) (7)(C)	12a. Tel. No. (b) (6), (b) (7)(C)	12b. Cell No. (b) (6), (b) (7)(C)
By (b) (6), (b) (7)(C)	12c. Fax No. (b) (6), (b) (7)(C)	12d. e-Mail (b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)	(date) 8/27/13
---------------------------------------	--------------------------

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 74 Fed. Reg. 55,100 (Oct. 14, 2009).

Basis of Charge
August 27, 2013

I have experience unfair labor practice by my employer as stated below

. Promotion

My employer has no promotion testing system and never posts a open for promotion notice. But promote who they want even at this present time.

. Unequal Pay Different

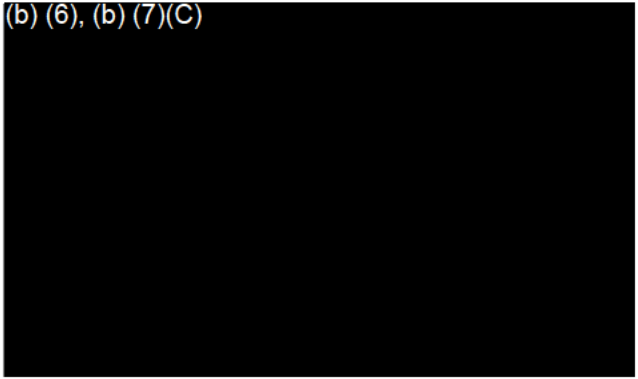
My Employer pay me less than Deputy who have started the same time with same rank and deputies who started after me, at this present time.

1 C. Unfair Labor Assignment

My employer practice unfair labor assignment but never assign a (b) (6), (b) (7)(C) male or female deputy to work in the sheriff's office of Internal Affair unit even at this present time.

2 C. my employer have never given a (b) (6), (b) (7)(C) male or female Deputy an assignment to work in the Sheriff's Property Room even at this present time.

(b) (6), (b) (7)(C)





UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 14
1222 Spruce St Rm 8 302
Saint Louis, MO 63103-2818

Agency Website: www.nlrb.gov
Telephone: (314)539-7770
Fax: (314)539-7794

January 20, 2021

(b) (6), (b) (7)(C)

Re: St. Louis Sheriff's Department
Case 14-CA-112606

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that St. Louis Sheriff's Department has violated the National Labor Relations Act.

Decision to Dismiss: The National Labor Relations Board does not assert jurisdiction over the federal government, state governments, or political subdivisions thereof. The St. Louis Sheriff's Department is a political subdivision of the City of St. Louis over which the Board does not have jurisdiction. As such, I am dismissing your charge because of the Board's lack of jurisdiction over this case.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **September 25, 2013**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than **September 24, 2013**.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlrb.gov, click on **E-File Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to

file an appeal **must be received on or before September 25, 2013**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/S/

DANIEL L. HUBBEL
Regional Director

Enclosure

cc GENERAL COUNSEL
OFFICE OF APPEALS
FRANKLIN COURT BUILDING
NATIONAL LABOR RELATIONS
BOARD
1099 14TH STREET, NW
WASHINGTON, DC 20570

JAMES W. MURPHY, Sheriff
ST. LOUIS SHERIFF'S DEPARTMENT
1114 MARKET STREET
ST. LOUIS, MO 63101

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

INTERNET
FORM NLRB-501
(2-09)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

09-CA-216613

Date Filed

March 15, 2018

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Butler County Sheriffs Office		b. Tel. No. (513) 785-1300
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 705 Hanover St OH Hamilton 45011-3789	e. Employer Representative Dennis Adams Captain	g. e-Mail
		h. Number of workers employed 500
i. Type of Establishment (factory, mine, wholesaler, etc.) Legal	j. Identify principal product or service Jail inmates	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

Title:

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.**4e. e-Mail**

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)
(signature of representative or person making charge)Title: (b) (6), (b) (7)(C)
(Print/type name and title or office, if any)**Tel. No.**

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.**e-Mail**

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

03/14/2018 18:02:17

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule
Performance



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 9
550 MAIN ST
RM 3003
CINCINNATI, OH 45202-3271

Agency Website: www.nlrb.gov
Telephone: (513)684-3686
Fax: (513)684-3946

March 21, 2018

Dennis Adams, Captain
Butler County Sheriffs Office
705 Hanover St
Hamilton, OH 45011-3789

Re: BUTLER COUNTY SHERIFFS OFFICE
Case 09-CA-216613

Dear Mr. Adams:

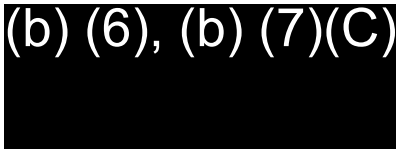
This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

A handwritten signature in black ink, reading "Garey Edward Lindsay", is written over a white background.

Garey Edward Lindsay
Regional Director

cc: (b) (6), (b) (7)(C)



INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
08-CA-232260Date Filed
12/6/18**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT					
a. Name of Employer Cuyahoga County Sheriffs Dept		b. Tel. No. (216) 348-3856			
		c. Cell No.			
		f. Fax No.			
d. Address (Street, city, state, and ZIP code) 1215 West 3rd 2nd floor OH Cleveland 44113-____		e. Employer Representative Leigh Harris Human Resources			
				g. e-Mail lharris@cuyahogacounty.us	
				h. Number of workers employed 500	
i. Type of Establishment (factory, mine, wholesaler, etc.) Legal		j. Identify principal product or service Inmates			
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.					
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)					
--See additional page--					
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) Title: _____					
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)			
		4c. Cell No.			
		4d. Fax No.			
		4e. e-Mail (b) (6), (b) (7)(C)			
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)					
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)			
By (b) (6), (b) (7)(C) (signature of representative or person making charge)		Office, if any, Cell No.			
Title: (b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Fax No.			
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)			
		12/5/2018 23:00:06 (date)			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule
Unlawful restraint after 16 hrs threatened harrass



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlr.gov
Telephone: (216)522-3715
Fax: (216)522-2418

January 29, 2019

(b) (6), (b) (7)(C)

Re: Cuyahoga County Sheriffs Dept
Case 08-CA-232260

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Cuyahoga County Sheriffs Dept has violated the National Labor Relations Act.

Decision to Dismiss: In your charge, you allege that the Cuyahoga County Sheriff's Department (Employer) violated Section 8(a)(1) of the National Labor Relations Act (Act) by maintaining work rules that prevent employees from engaging in protected concerted activities.

I have decided to dismiss your charge because the National Labor Relations Board lacks jurisdiction over this matter as the Employer is not an "employer" within the meaning of Section (2)(2) of the Act. Section 2(2) of the Act specifically excludes certain enterprises from its definition of "employer" and for this reason jurisdiction is not asserted over those enterprises. Amongst the excluded enterprises are the United States Government and wholly owned Government corporations or any Federal Reserve Bank and a State or a political subdivision of a State. State and County governments are explicitly excluded from the Act's jurisdiction. Your Employer, a Cuyahoga County Department, is a public employer subject to the Ohio Public Employees' Collective Bargaining Act. Therefore, the Board lacks jurisdiction over the Employer and I am refusing to issue a Complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or

delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **February 12, 2019**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than February 11, 2019. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before February 12, 2019**. The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after February 12, 2019, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Allen Binstock

ALLEN BINSTOCK
Regional Director

Enclosure

cc: Leigh Harris, Human Resources
Cuyahoga County Sheriffs Dept
1215 West 3rd
2nd Floor
Cleveland, OH 44113

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Cuyahoga County Sheriffs Dept

Case Name(s).

08-CA-233260

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Medina County Sheriff Department		b. Tel. No. (330) 725-0028
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 555 Independence Dr Medina OH 44256	e. Employer Representative Tom Miller Sheriff	g. e-Mail
		h. Number of workers employed 75
i. Type of Establishment (factory, mine, wholesaler, etc.) Legal	j. Identify principal product or service Jail	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

See Attached Page 2 for additional Basis of Charge description

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

Title:

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.**4d. Fax No.****4e. e-Mail**

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

Title:

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.**Fax No.****e-Mail**

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

12/28/2015 09:39:43

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Attachment

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

Names of the employee(s) discharged, disciplined, and/or retaliated against:

I am the employee that was harassed/retaliated against. I have a (b) (6), (b) (7)(C) who has (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) suffers from intractable (b) (6), (b) (7)(C), and has multiple seizures daily. (b) (6), (b) (7)(C) requires assistance and care with all of (b) (6), (b) (7)(C) activities of daily living. I have intermittent FMLA that my (b) (6), (b) (7)(C) completed paperwork for, as they have done almost every year since (b) (6), (b) (7)(C) was born. The doctor explains on that government paperwork about (b) (6), (b) (7)(C) condition. A few months after I had turned in the paperwork (which I am supposed to be protected by the government under that program from harassment, or threats) my employer told me that even though I had the correct paperwork, I needed a doctor note every time I missed work. And that note was to be turned in to people other than an HR/office personnel that handles FMLA. I was to give it to various supervisors or coworkers. I was the ONLY person that had that rule about additional doctors notes regardless of FMLA. I went to the union representative and to the (b) (6), (b) (7)(C), because the doctors office told my (b) (6), (b) (7)(C) that they employer was not allowed to do that. Neither the union or the (b) (6), (b) (7)(C) would help me. The (b) (6), (b) (7)(C) actually used the words, "if you don't like it, then sue us." I was threatened to not get paid or be written up without these doctor notes. (b) (6), (b) (7)(C) contacted the neurologist office and spoke to a nurse there, the nurse told (b) (6), (b) (7)(C) they employer cannot do this and that they DO NOT want us to bring our (b) (6), (b) (7)(C) in for every (b) (6), (b) (7)(C), we would be there every single day. (b) (6), (b) (7)(C) condition is lifelong, (b) (6), (b) (7)(C) will not recover from this. It is a very serious (b) (6), (b) (7)(C) condition. The nurse gave (b) (6), (b) (7)(C) a sentence on letterhead that read how our (b) (6), (b) (7)(C) is their patient and to call with any questions. They told (b) (6), (b) (7)(C) to save the note and reuse it and see if that would suffice. That is what we did. (b) (6), (b) (7)(C) kept the sentence we would reuse it, updating the date. The office was aware we had this note and was using it. Now my employer is charging me with a felony for using these notes, and the charge is theft. Theft of my own sick time and vacation time that I used for dates I missed work on. I will be fired, lose my pension and have a felony record. All for taking care of my (b) (6), (b) (7)(C), which I was supposed to be protected under FMLA for. Those notes were never allowed to be asked for. They broke HIPPA violations also, having me give paperwork to people other than office/HR personnel. Can someone please help me and my family. The doctor has written a letter on our behalf and no one that we tell our story to can believe this is happening. Thank you for anything you can do.

Specific dates on which the Employer's conduct occurred and/or the Employer's Representative or Agent responsible for the conduct:

I was informed that I would be charged as a felon on 8/19/15. No HR personnel was there even though this is an FMLA issue.

On 12/23/15, (b) (6), (b) (7)(C) started a supposed rumor that I will be charged on 12/29 with the grand jury. (b) (6), (b) (7)(C) spread this around right before Christmas so it would get back to me and ruin my family's Christmas. I missed work once in October and as soon as I missed work, the whole process started up again, it was definitely retaliation. I have contacted a civil attorney who says my rights were violated and I have a case against them for harassment and retaliation when under FMLA protection.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlr.gov
Telephone: (216)522-3715
Fax: (216)522-2418

January 14, 2016

TOM MILLER, SHERIFF
MEDINA COUNTY SHERIFF DEPARTMENT
555 INDEPENDENCE DR.
MEDINA, OH 44256

Re: Medina County Sheriff Department
Case 08-CA-166657

Dear Mr. Miller:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Allen Binstock

ALLEN BINSTOCK
Regional Director

AB/skb

cc:

(b) (6), (b) (7)(C)
[Redacted]

FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

07-CA-200266

June 7, 2017

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

See attachment.

b. Tel. No.

c. Cell No.

f. Fax No.

g. e-Mail

mitch.wisenor@aecom.com

h. Number of workers employed

d. Address (Street, city, state, and ZIP code)

e. Employer Representative

i. Type of Establishment (factory, mine, wholesaler, etc.)

j. Identify principal product or service

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1)(B) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See attachment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Local 324, International Union of Operating Engineers

4a. Address (Street and number, city, state, and ZIP code)

500 Hulet Drive
Bloomfield Twp., MI 48302

4b. Tel. No. 248 451-0324

4c. Cell No.

4d. Fax No.

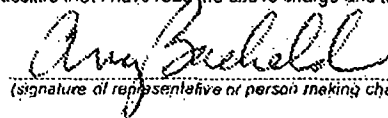
4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Union of Operating Engineers, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(signature of representative or person making charge)

Amy Bachelder and John R. Runyan

(Print/type name and title or office, if any)

Tel. No.

313 496-9408

Office, if any, Cell No.

Fax No.

313 965-4602

e-Mail

abachelder@sachswaldman.com

Address: Sachs Waldman, 2211 E. Jefferson, Ste 200, Detroit, MI 48207

6/7/17
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Names and addresses of Charged Parties:

1. Envirocon, Inc.
101 International Drive
PO Box 16655
Missoula, MT 59808
406.523.1150
2. U.S. Environmental Protection Agency Region 5
77 W. Jackson Blvd
Chicago, IL 40404-3590
Attn: Paul Ruesch
3. Michigan Department of Natural Resources
Executive Division
PO Box 30028
Lansing, MI 48009
4. Allegan County Sheriff's Office
640 River Street
Allegan, MI 49010
269.673.0500

(over)

Attachment--Basis of Charge

On the dates set forth below the above Employer, Envirocon Inc., and the United States Environmental Protection Agency (EPA), the Michigan Department of Natural Resources (DNR) and the Allegan County Sheriff, acting as agents of Envirocon, and acting independently, interfered with employees' rights in violation of Section 8(a)(1) under the National Labor Relations Act by the following conduct:

The EPA, DNR and the Allegan County Sheriff acted to remove Union representatives from public property where such Union representatives were engaged in lawful protected activity under the National Labor Relations Act and the First Amendment to the United States Constitution publicizing their dispute with Envirocon.

Specifically on May 25, 2017 Officer (b) (6), (b) (7)(C) of the Allegan County Sheriff Department, informed Union representatives that they were not permitted to remain on public property engaged in displaying a banner publicizing their dispute with Envirocon.

On May 30, 2017 representatives of the Department of Natural Resources, including (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C), informed Union representatives that they were not permitted to remain on public property engaged in displaying a banner publicizing their dispute with Envirocon.

On June 2, 2017, (b) (6), (b) (7)(C), representative of the EPA, informed the Union that it would not be permitted to remain on public property engaged in displaying a banner publicizing its dispute with Envirocon.

Further on May 25, 2017 Envirocon caused the personal vehicle of a Union representative engaged in the above activity, to be towed from its lawful parking spot, to retaliate against employees for engaging in protected activity.

The Union requests that the Region pursue injunctive relief under Section 10(j) of the Act and as authorized under *Nash-Finch Co. v NLRB*, 404 US 138 (1971) to restrain Envirocon and law enforcement and government officials acting independently or in conjunction with it, from interfering with the Union's banner activity protected under the National Labor Relations Act and the First Amendment.

DE-SOIL HI

11-11-11

MT 11-11-11



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlr.gov
Telephone: (313)226-3200
Fax: (313)226-2090

July 31, 2017

Amy Bachelder, Attorney
Sachs Waldman, P.C.
2211 East Jefferson Avenue
Suite 200
Detroit, MI 48207

Re: Envirocon, Inc., U.S. Environmental
Protection Agency Region 5, Michigan
Department of Natural Resources and
Allegan County Sheriff's Office, individual
Employers
Case 07-CA-200266

Dear Ms. Bachelder:

We have carefully investigated and considered your charge that Envirocon, Inc., U. S. Environmental Protection Agency, Region 5, Michigan Department of Natural Resources and Allegan County Sheriff's Office have violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

The Union alleges that the Employer, and various federal, state and local law enforcement agencies, acting as agents of the Employer, and acting independently, interfered with employees' rights in violation of Section 8(a)(1) of the Act.

The investigation revealed that on several dates in May and June 2017, certain agents of law enforcement asked Union representatives to cease engaging in protected informational picketing activity at the Employer's jobsite in Allegan County, Michigan. The investigation did not, however, demonstrate that the named Employer interfered with any of the Union's lawful activities or caused any other actors, including law enforcement, to engage in such interference.

Furthermore, the investigation failed to demonstrate that any federal, state or local agency attempted to prevent the Union from engaging in protected activity by injunction, lawsuit or legislation that would have required the Board to seek an injunction based on the preemption doctrine under *Nash-Finch v. NLRB*, 404 U.S. 138 (1971).

Because there was no evidence that the Employer took any action against the Union regarding its picketing activities, or caused any other entity to take action against the Union, further proceedings are unwarranted.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **August 14, 2017**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than August 13, 2017. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before August 14, 2017**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after August 14, 2017, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by

Envirocon, Inc., U.S. Environmental
Protection Agency Region 5, Michigan
Department of Natural Resources and
Allegan County Sheriff's Office, individual
Employers
Case 07-CA-200266

- 3 - July 31, 2017

the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



TERRY MORGAN
Regional Director

Enclosure

cc: Scott Mitton, HR Business Leader
Envirocon, Inc.
101 International Dr
Missoula, MT 59808-1598

Local 324, International Union of
Operating Engineers (IUOE), AFL-CIO
500 Hulet Drive
Bloomfield Twp., MI 48302-0345

Nicole Wood, ESQ.
U. S. Environmental Protection Agency,
Region 5
77 W Jackson Blvd
Chicago, IL 60604-3511

Andrew A. Cascini, ESQ.
Miller Johnson, PLC
45 Ottawa Avenue SW-Suite 1100
PO Box 0306
Grand Rapids, MI 49501-0306

Kirk Lapham, ESQ.
Michigan Department of Natural
Resources
PO Box 30028
Lansing, MI 48909-7528

Frank Baker, Sheriff
Allegan County Sheriff's Office
640 River St
Allegan, MI 49010-1295

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

INTERNET
FORM NLRB-608
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case	Date Filed
04-CB-167678	1/13/16

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name AFSCME Foster Plaza 10, 5th Floor 680 Andersen Drive Pittsburgh, PA 15220	b. Union Representative to contact Walt Francis and Tom Tossi	
c. Address (Street, city, state, and ZIP code) AFSCME Foster Plaza 10, 5th Floor 680 Andersen Drive	d. Tel. No. 800-478-4944	e. Cell No.
	f. Fax No.	g. e-Mail w.francis@afscme13.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I was injured at work, employee paid me heart&lung benefits, after recovery I gave my employer a return to work doctor's note(full duty). My employer refused to let me return on 3/3/2014. The union filed a grievance and told me I had provided all the doctor's notes needed to return to work. I had filed with the EEOC a complaint of age, ADA and retaliation, the union knew about the complaints. Union representative (b) (6), (b) (7)(C) went to arbitration on (b) (6), (b) (7)(C) 15 for my return to work, stating I had provided all the medical evidence need to return to work. The arbitrator on (b) (6), (b) (7)(C) 15 ruled against the union and me. The Arbitrator said he did not believed I was examined by my doctor, when doctors note provided ,clearly stated I was examined by the doctor. the arbitrator did not mention the employer's own doctor opinion that I was able to do the work. AFSCME failed to protect my rights under the ADA act by intentionally misleading me, in that I had provided full medical information on my returning to work. That my employer, if having doubts about my ability to return to work should have sent me to their IME doctor.

(b) (6), (b) (7)(C) is (b) (6), (b) (7)(C) boss and refused to let (b) (6), (b) (7)(C) file a appeal of the arbitration, while (b) (6), (b) (7)(C) worked for the employer.

3. Name of Employer Bucks County Sheriff	4a. Tel. No. 1-888-942-6528	b. Cell No.
	c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) Bucks County Justice Center 100 North Main Street		6. Employer representative to contact Duke Donnelly
7. Type of establishment (factory, mine, wholesaler, etc.) county sheriff	8. Identify principal product or service county government	9. Number of workers employed 55
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
	c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		

12. DECLARATION

I declare that I have read (b) (6), (b) (7)(C) and that the statements therein are true to the best of my knowledge and belief

By (b) (6), (b) (7)(C)
(signature of representative or person making charge) (Print type name and title of official (b) (6), (b) (7)(C))

Address

(b) (6), (b) (7)(C)

date 1-13-16

Tel. No.

Cell No.

Fax No.

e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 04
615 Chestnut St Ste 710
Philadelphia, PA 19106-4413

Agency Website: www.nlrb.gov
Telephone: (215)597-7601
Fax: (215)597-7658

February 26, 2016

(b) (6), (b) (7)(C)

Re: AFSCME (Bucks County Sheriff)
Case 04-CB-167678

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that AFSCME has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

As a result of the investigation, I find that further proceedings are unwarranted. You filed the charge in this case on January 13, 2016, without supporting evidence. On January 14 and January 26, 2016, the assigned Board Agent spoke to you regarding this charge and prepared a sworn statement via telephone for you to review and sign or contact her with any questions. On January 27, 2016, the Board Agent mailed you that affidavit and instructed you to return after signing and dating. You failed to do so. On February 8, 10, and 12, 2016, the Board Agent attempted to contact you via telephone but was unsuccessful. By letter dated February 12, 2016, the Board Agent informed you that if you did not return your signed affidavit by February 24, 2016, she would recommend that the Regional Director dismiss the charge for your lack of cooperation. To date, you have not returned your executed affidavit. In addition, it appears that the Employer is a public employer created under the laws of the Commonwealth of Pennsylvania. As it is well settled that such public employers are not “employers” as defined in Section 2(2) of the Act and that the employees of such employers are not “employees” as defined in Section 2(3) of the Act, it appears that the National Labor Relations Board does not have jurisdiction over this dispute. *United Truck and Bus Service Co.*, 257 NLRB 343, 344 (1981). In view of your failure to cooperate in the investigation, I am refusing to issue Complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **Friday, March 11, 2016**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than **Thursday, March 10, 2016**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before Friday, March 11, 2016**. The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **Friday, March 11, 2016, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Dennis P. Walsh

DENNIS P. WALSH
Regional Director

Enclosure

cc: Walt Francis, Tom Tossi
AFSCME
Foster Plaza 10, 5th Floor
680 Anderson Drive
Pittsburgh, PA 15220

Amy L. Rosenberger, Esquire
Willig, Williams & Davidson
1845 Walnut Street, 24th Floor
Philadelphia, PA 19103

Duke Donnelly
Bucks County Sheriff
Bucks County Justice Center
100 North Main Street
Doylestown, PA 18901

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 19-CA-205278

Date Filed 8-24-2017

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer snohomish county sheriffs department		b. Tel. No. (425) 388-6261
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) everett WA everett 98270-_____	e. Employer Representative kieth giburt I manager	g. e-Mail
		h. Number of workers employed 88
i. Type of Establishment (factory, mine, wholesaler, etc.) Communications Services	j. Identify principal product or service police	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

Title:

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.
(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)
(signature of representative or person making charge)Title: (b) (6), (b) (7)(C)
(Print/type name and title or office, if any)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address:

(b) (6), (b) (7)(C)

08/24/2017 11:07:52
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 2012



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 19
915 2nd Ave Ste 2948
Seattle, WA 98174-1006

Agency Website: www.nlrb.gov
Telephone: (206)220-6300
Fax: (206)220-6305

October 3, 2017

(b) (6), (b) (7)(C)

Re: Snohomish County Sheriffs Department
Case 19-CA-205278

DEAR (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Snohomish County Sheriffs Department has violated the National Labor Relations Act.

Decision to Dismiss: I have concluded that further proceedings are not warranted and I am dismissing your charge because you have failed to cooperate in the investigation. You filed the above-referenced charge on August 24, 2017. On September 7, 2017, the Board agent assigned to investigate the charge called the number listed on the charge form and spoke with someone who indicated both that you could *not* be reached at the listed number and that you did *not* have an alternate phone number at which you could be reached. Accordingly, on September 11, 2017, the Board agent sent an email to both the email address you listed on the charge form and another known email address for you, asking you to respond immediately. By September 18, 2017, the Board agent had not heard from you and sent a letter to the address you listed on the charge form which indicated that if you did not contact the Board agent at her direct line by close of business on September 22, 2017, the Board agent would recommend that the charge be dismissed for your lack of cooperation with the investigation. On September 22, the Board agent learned that you had contacted the Regional office but did not contact the Board agent on her direct line, as requested in the September 18 letter. Upon learning this, the Board agent left you a voicemail at your listed number that same day, September 22, asking you to call her back on her direct line immediately. The Board agent then returned to the office on Monday, September 26, to a missed call from you on Saturday morning, September 23, at 5:36 a.m., with no contact information left. Accordingly, on that date, the Board agent sent a final email to both known email addresses for you, requesting that you call or email back with information about how and when to reach you during regular business hours by no later than close of business on Tuesday, September 27, or the Board agent would recommend that the charge be dismissed for lack of cooperation. The Board agent then followed up on the same date, September 26, with a call to the phone number you provided and spoke with your family member, who again indicated that you could not be reached at that number. The Board agent asked the family member to let you know that your charge would likely be dismissed if you did not get in touch with the Board agent by close of business on September 27. However, the Board agent did not hear from you before close of business on September 27.

Moreover, as the Board agent noted in some of the above communications, the charge is filed against a public sector employer over which the National Labor Relations Board does not have jurisdiction (the Snohomish County Sheriff's Department). Furthermore, the sole allegation on the face of the charge, that you were discharged by the Charged Party Employer in (b) (6), (b) (7)(C) 2012 in retaliation for your union and/or protected, concerted activities, is time barred by the six-month statute of limitations set forth in Section 10(b) of the National Labor Relations Act.

Due to your lack of cooperation in this matter, further proceedings are not warranted and I am dismissing your charge.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **October 17, 2017**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than October 16, 2017. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before October 17, 2017**. The request may be filed

October 3, 2017

electronically through the ***E-File Documents*** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after October 17, 2017, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



RONALD K. HOOKS
Regional Director

Enclosure

cc: KIETH GILBURT, MANAGER
SNOHOMISH COUNTY SHERIFFS
DEPARTMENT
15928 MILL CREEK BLVD
MILL CREEK, WA 98012

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Snohomish County Sheriffs Department

Case Name(s).

19-CA-205278

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)